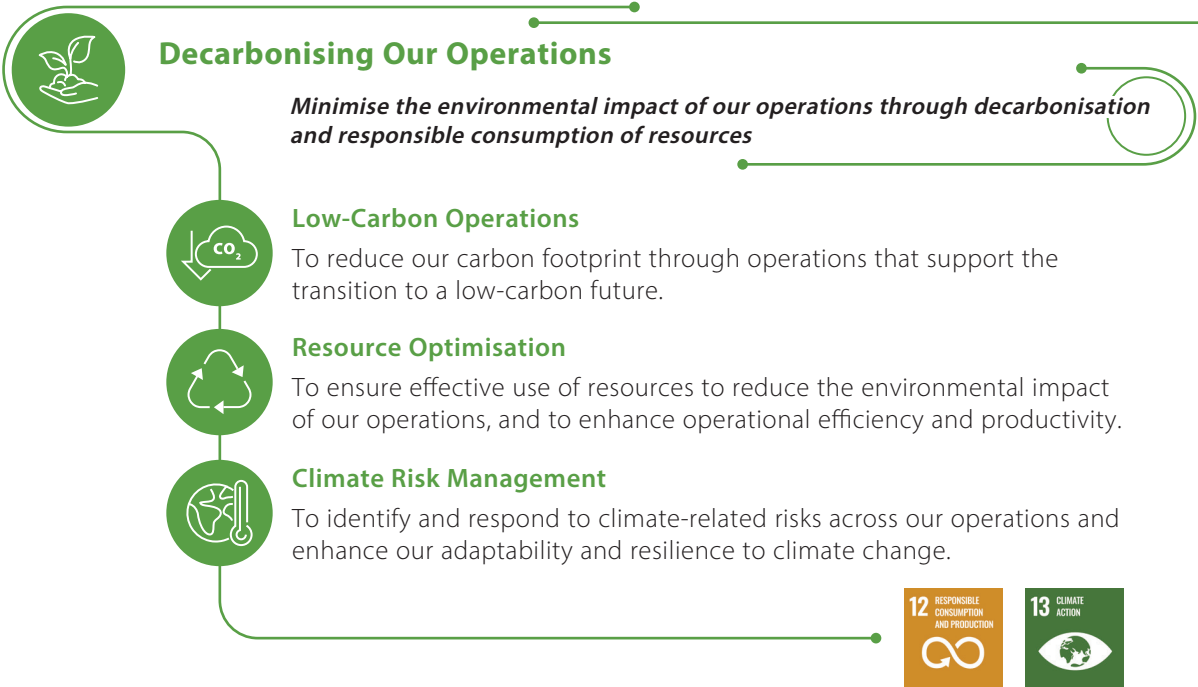


Our Sustainability Pillars, Focus Areas and Targets



Greenhouse gas emission reduction target

By 2030, reduce Scope 1 and 2 GHG emissions by 30% from our 2021 baseline



In Progress/
On Track

Regular reviews and detailed analyses of our environmental performance were conducted to identify carbon-intensive activities. We have adopted a variety of carbon reduction and resource-saving initiatives, including the deployment of high-performance equipment, energy-efficient appliances, and microalgae reactors.

Energy efficiency target

By 2030, reduce energy consumption by 30% from our 2021 baseline



In Progress/
On Track

We adopted energy-efficient technologies and equipment in our workplace. At ATAL Tower, we have deployed advanced systems for energy efficiency, including an oil-free High-Efficiency Water-Cooled Chiller System and a centralised lighting control system.

Green transport target

Phase out fuel-propelled vehicles by 2030



In Progress/
On Track

We prioritised purchase of non-internal combustion engine vehicles whenever possible and have successfully obtained a green loan for purchase of electric vehicles.

Customer satisfaction target

Maintain average score of "good" or higher in customer satisfaction surveys



Achieved

Customer satisfaction is built on our commitment to quality and innovation. By adhering to industry-leading standards and leveraging advanced technologies for operational excellence, we deliver customer-focused solutions that consistently exceed expectations.

Subcontractor engagement target

Engage more than 50% of our tier 1 subcontractors ² in the annual subcontractor forum, ATAL Quality, Safety, Environment and Sustainability Forum



Further
improvement
needed

The subcontractor forum has been postponed until the first quarter of 2025. In the meantime, we conducted two focus group discussion sessions on sustainability with our key subcontractors to understand their concerns regarding sustainability-related matters.

Community investment target

30% increase in total number of volunteer hours by 2030 from our 2023 baseline



In Progress/
On Track

To enhance our volunteering efforts and foster a culture of giving back, we partnered with non-governmental organisations to deliver impactful community services that leveraged our expertise in E&M engineering and engaged employees at all levels.

² Tier 1 subcontractors refer to those with annual accumulated contract sum over HK\$5 millions.



Driving Smart City Development

Improve the quality of life and make cities smarter and greener



Smart and Healthy Living

To promote smart, healthy and livable cities using innovative applications to connect and improve people's living environment.



Climate Solutions

To optimise buildings and infrastructure to achieve energy conservation and carbon reduction.



Clean Water and Sanitation

To apply advanced technology for potable water and wastewater treatment to enhance water quality and resilience.



Championing Our People

Advance organisational capacity by creating an inclusive, people-centric workplace, promoting health and well-being, and fostering a culture of continuous learning and innovation



People-Centric Workplace

To foster a people-centric culture and develop a healthy, supportive, and productive workplace where our employees can take pride in their work.



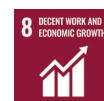
Nurturing Our People

To cultivate a culture of continuous learning and professionalism among our people at all levels to support their careers and personal development. We aim to nurture a pipeline of engineering professionals and leaders that can adapt to and succeed in a rapidly changing environment.



Health and Safety

To safeguard the health and safety of employees and all interested parties and provide a safe and healthy workplace.



Green and smart solution target

Organise or participate in 15 or more large-scale events to showcase our green and smart solutions annually



We actively explored opportunities to promote innovation, collaboration and knowledge exchange with industry practitioners. In 2024, we participated in 14 key industry events, such as the Digital Twin Experience Sharing, Build4Asia Conference 2024, and ReThink HK 2024, to showcase our green and smart solutions.

Advanced construction technology target

60% of all building services projects to adopt BIM and DfMA-MiMEP construction technologies by 2030



In 2024, we established a new corporate unit for Design for Manufacture and Assembly ("DfMA"), and MiMEP Design and Manufacturing Centre and MiMEP High Productivity Research Centre in Zhuhai to foster the adoption of advanced construction technologies across our projects.

Talent attraction target

10% increase in hiring opportunities for interns, apprentices and fresh graduates by 2026 from our 2023 baseline



We actively collaborated with various academic institutions to support career progression of young professionals. We established structured development pipelines, such as the Summer Trainee to Graduate Trainee pipeline and the Higher Diploma Industrial Attachment to Assistant Engineer pipeline.

Diversity and inclusion target

Increase the proportion of women joining the Hong Kong Institution of Engineers Scheme "A" Graduate Training programme to 20% by 2026

30% increase in minority employees in the workforce by 2026 from our 2023 baseline



By providing equal opportunities for everyone, collaborating with minority organisations and offering tailored support for employees from diverse cultural and linguistic backgrounds, we aim to enhance inclusiveness in our daily operations and attract a skilled, diverse workforce that drives excellence.

Training and development target

Maintain on average of at least 15 training hours per employee per year



We adopted a structured "Plan, Do, Check, Act" approach to ensure our training programmes were effectively analysed, designed, delivered, and evaluated. The programmes were regularly reviewed and updated to align with business needs and support employees' professional growth.

Good health and safety target

Maintain low industrial accident rate at not more than 2 per 1,000 employees and subcontractor workers



Health and safety were managed through appropriate policies, regular audits, various types of inspections, and thematic site visits. We promoted a culture of "Think Safety and Work Safely" in our workplace, and enhanced safety by adopting various smart safety technologies. Accident review and safety rethinking sessions were conducted, and improvement measures were being implemented.